



# Head of Athletic Development

The Head of Athletic Development is responsible for developing, coordinating and delivering the vision for Athletic Development at Brentwood School. The development of physical literacy for all students is a key feature of the sports programme, with opportunities to develop this area taking place in both PE and Games lessons, as well as co-curricular activities. We currently deliver a physical literacy unit within core PE, while also offering Strength and Conditioning sessions for students who are part of the Elite Performer Programme. The opportunity for this role to be full time demonstrates our commitment to further develop physical literacy and athletic development across the school.

In particular, we welcome applications from those with a strong background in Strength and Conditioning, as well as experience in working in a school or club environment. Knowledge of long term development practices for young male and female athletes is essential, while the successful candidate will also be expected to coach a sports team when required across all three terms (with a desire to coach football being advantageous).

The PE department aims to create an environment that encourages maximum participation alongside a culture of excellence. This is achieved through a vibrant PE & Games programme which has high quality delivery at its core. Pupils receive Core PE either once a week or fortnight and we also offer GCSE PE (OCR), A Level PE (OCR) and BTEC Level 3 Sport. All pupils have a dedicated Games afternoon each week.

## Job Purpose

Athletic development is a daily feature of Sport and Physical activity at Brentwood School, with opportunities to develop physical literacy taking place in both timetabled lessons and cocurricular activities. The PE department recently introduced 'Brentwood School Movement' as a unit of work within the core PE curriculum, while during Games afternoons, each student completes an 'athleticism strand' which forms part of the Brentwood sporting principles. Our most talented sporting performers are invited to join the 'Elite Performer Programme', which includes access to small group Strength and Conditioning sessions, as well as individualised, tailored plans. We want to further develop the access to Strength and Conditioning for our senior teams, with a particular emphasis placed on our focus sports of cricket, football and netball. Whilst based in a Senior School department, it is expected that the post holder will support and collaborate with the Prep School Sport Department. This will enable the successful candidate to develop a holistic view of education 3-18.

The School and the Senior Leadership Team are strongly supportive of Sport and recognise the important role they play in the life of the whole School community.

## Hours

Full Time, Term time. Plus 4 weeks in school holidays as directed by the line manager, which may include residential trips. The Head of Athletic Development will work most (term time) Saturdays as directed by the Director of Sport to coach teams as required across all three terms.

## Report to

Director of Sport 3-18

## Contacts

The Head (Senior School), Deputy Head Staffing, Co-Curricular, Operations (Senior School), Director of Co-Curricular (Senior School), Assistant Director of Sport (Senior), Director of Sport (Prep), Professional Coordinating Mentor 3-18, Headmaster (Prep School), Deputy Head Co-Curricular and Operations (Prep School), Leaders within the Department, Teachers, Heads of Year, Tutors, Heads of House, Assistant Heads of House.

## Department

Sport

## Key Responsibilities & Accountabilities

### Sport and PE General

- Lead and direct all aspects of athletic development across the department, including coaching and performance.
- Develop and implement a Brentwood School 'athleticism strand' that is sport-specific and can be accessed by all students.
- Practical delivery of physical literacy within Core PE lessons.
- Practical delivery of athletic development in Games lessons and practices.
- Assist all senior sports teams in the delivery of specific strength and conditioning, including match days when directed.

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- Support the school's elite performers through the efficient organisation and delivery of our Elite Performer Pathway (EPP).
- Undertake administrative duties, such as programme writing, record keeping and performance testing.
- To lead and deliver up to date athletic development CPD sessions for all sports staff.
- To provide resources to assist staff in the delivery of athletic development.
- Where appropriate, to lead and support the rehabilitation of students who are returning from injury.
- To create a culture of health and fitness through the delivery of sessions to all abilities during Games.
- Produce a short (1 year) and long term (3–5 year) plan to implement athletic development throughout the school.
- Undertake a coaching responsibility in all three sports terms.
- Work with all Heads of Sport to support and advise on any specific athletics development requirements.
- Work with the Director of Sport and other relevant staff to develop an extensive and inclusive gym timetable for students to access at lunchtime and after school, while also catering for elite performers.
- To promote participation, enjoyment and performance as core values applicable to all levels of ability.
- To supervise changing rooms actively and visibly and, when not in the changing room, being available outside the door. This is to prevent any form of child on child abuse, including bullying, as well as to prevent students taking photos or recording each other whilst changing.
- To assist with risk assessment of sporting activities as required.
- To safeguard and look after the health and wellbeing of students during lessons, on-site training and fixtures and any off-site sports or dance activities fixtures or trips.

## Others

- To be proactive in their own professional development.
- To ensure all students understand how to prevent injury and how to use any equipment safely.
- To attend induction and CPD sessions as set out by the Professional Coordinating Mentor 3–18.
- To promote the general progress and well-being of individual students and of any assigned group of students.
- To safeguard the general health and safety of students.
- To communicate and consult with parents and any relevant outside bodies or agencies.
- To participate in all relevant meetings.
- To know how to access appropriate medical support at all times whether on site or at an away fixture. This includes knowing how to access emergency care and the location of on-site first aid equipment and defibrillators (and the code to access them) and the equivalent provision off site at away fixtures or on sporting trips and visits.
- To undertake supervision and cover duties as required.
- To supervise changing rooms actively and visibly and, when not in the changing room, being available outside the door. This is to prevent any form of child on child abuse, including bullying, as well as to prevent students taking photos or recording each other whilst changing.
- If coaching a student one-to-one, to ensure that this is with the permission of the parent and that the Director of Sport is aware of when, where and why the session is taking place. The coaching should take place in a location which is visible to other staff.
- To respond positively to reasonable requests from the line manager and to embrace opportunities and challenges.

## **Personal Specification**

- Embody our values of Virtue, Learning and Manners
- Degree in related discipline (Sport Science/Coaching/Strength and conditioning).
- The successful candidate will have appropriate qualifications for the role e.g. UKSCA, SCE, 1st4Sport, or equivalent, and experience of working on strength and conditioning programmes within a school and/or club environment.
- Excellent knowledge of long-term development practices for young male and female athletes.
- The successful candidate will show a commitment to the success of every student and should possess a willingness to help students outside the normal teaching day.
- They will be a perceptive and reflective practitioner, committed to promoting a culture of excellence and embracing innovative teaching techniques.
- A dynamic communicator who has a demonstrable enthusiasm for their area and an ability to inspire and motivate pupils at all stages.
- Able to engage with current educational thinking and of likely future developments in the subject area and to be aware of the wider relevance of their subject across the curriculum.
- Have an approach to work and collaborating with others that is flexible and enthusiastic.
- The successful candidate will be someone who understands the value of a good-humoured and ethical approach to working with others, knowing that the culture we embody is the one we create.



## Safeguarding

*To be committed to the safeguarding and promotion of the welfare of young people. To demonstrate this commitment in every aspect of this post. To adhere to, and ensure compliance with, the School's Safeguarding Policy at all times. You are required to report any safeguarding or child protection concerns to the School's Designated Safeguarding Lead.*

**To find out more about this role please contact [recruitment@brentwood.essex.sch.uk](mailto:recruitment@brentwood.essex.sch.uk) who will put you in touch with the Director of Sport 3-18, Neil Gamester.**

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